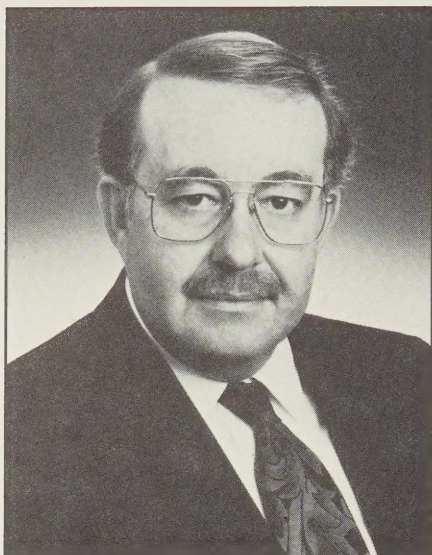


ALASKA PEOPLE

January 1994 Vol. 15, No. 1





BLM Director Jim Baca

Openness in the workforce

A message from Director Jim Baca

One of my top priorities as BLM Director is to create an atmosphere of open communication—one in which employees can feel free to voice their concerns, complaints and ideas.

Last June the Public Employees for Environmental Responsibility (PEER) published a report, written by unidentified BLM employees, that criticized our agency for its management of the public rangelands. The report was prompted by discontent over range management practices under previous administrations.

It's not my purpose here to discuss the substance of the report, which was titled "Public Trust Betrayed." Nor do I want to suggest that publishing anonymously-authored reports is the proper way for BLM employees to express their complaints. But I'm more concerned that these employees felt the need to keep their identities hidden than I am with the way they made their views known.

In response to media calls about the report, we noted that the Clinton Administration is committed to improving rangeland conditions and to guaranteeing taxpayers a fair return for the use of public lands. We also stressed that the Administration welcomes employees' views on how they feel the BLM is managing—or failing to manage—the public lands.

No BLM employee should be ostracized for criticizing the status quo or, for that matter, for taking issue with proposed changes. The issue to me is not whether an employee's criticism is right or wrong, but whether that employee has the right to be heard without fear of reprisals.

The need for an open atmosphere—not only at the BLM but at all federal agencies—is clear when one can still read headlines like "Blowing Whistle Often

Harmful to Careers." That headline appeared over an Oct. 21 newspaper article on the recent release of a report by the Merit Systems Protection Board.

The report found that of federal employees who have blown the whistle on allegedly wasteful or illegal activities, more than a third reported reprisals. That represents a significant increase over the 24 percent who reported reprisals in a 1983 survey.

When asked what types of reprisals they had experienced, whistle blowers gave multiple answers: 49 percent said they were shunned by co-workers or managers; 47 percent said they were intimidated or verbally harassed; 47 percent said they received a poor appraisal of their work; 37 percent said they were reassigned to less desirable duties; 30 percent said they were denied an award; and 23 percent said they were transferred to a different job.

The merit board's report should raise concern among all taxpayers who care about how the federal government is doing its job and how it's spending their money. That's why I want to create a work environment at the BLM that encourages employees, rather than punishes them, for identifying actions that appear to be wasteful or illegal.

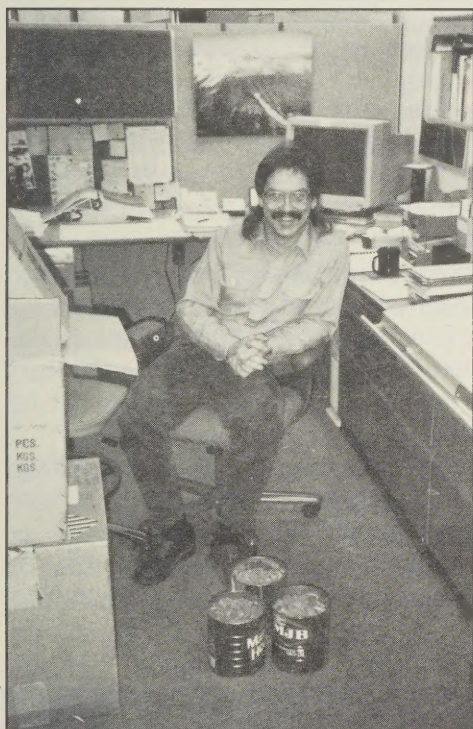
With more than 10,000 employees at the BLM, I believe there are dozens or perhaps hundreds of good ideas within our agency about how we could do things better or more efficiently. In a closed environment, those ideas will never be expressed—and thus fantastic opportunities for improvement will be missed. That's why I intend to create an open atmosphere at the BLM.

Recycling story has "silver lining"

by Betsy Vanek

What do you do when you find yourself with 56 pounds of nearly pure raw silver? Well, recycle it, of course. Lead photolithographer Dwayne Richardson of Mapping Sciences found that after nearly four years of accumulating silver, it was time to get rid of it.

The silver is extracted from



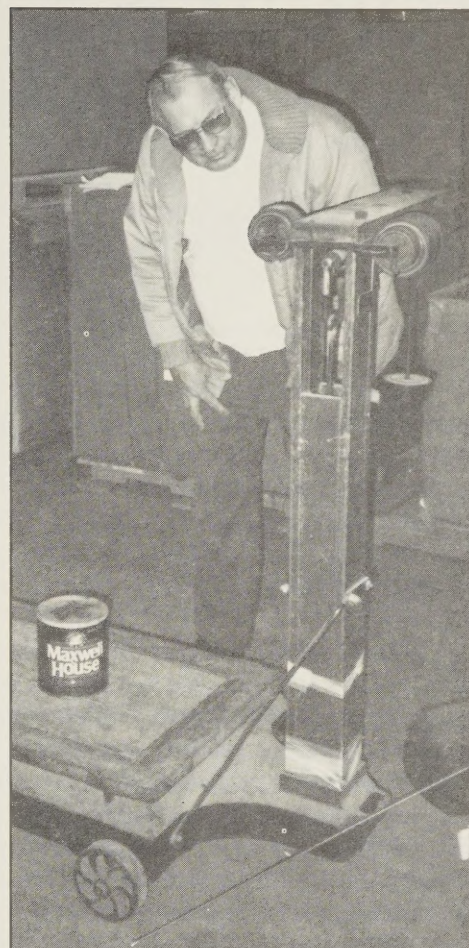
Dwayne Richardson

unexposed areas of film during photo processing. A special machine then extracts the silver from the processing solution. It looks something like lumpy gray rocks. Richardson and others in Mapping Sciences store the raw silver in aluminum coffee cans.

Recently Richardson and Bill Dawson of Property Services took three large coffee cans containing the 56 pounds of silver to the Defense Re-utilization and Marketing Office on Elmendorf Air Base. Richardson explains: "We've been recycling silver since 1984. We also turn in scrap film to be processed for silver recovery."

In the last nine years, Mapping Sciences has turned in 7,600 pounds of scrap film and 250 pounds of silver flake. The recycling center ships the silver to a recovery contractor for refinement. The silver will show up later in products such as batteries, film, computer circuit boards, aircraft engine parts, even tooth fillings!

A tip 'o the hat to Dwayne Richardson, Bill Dawson, and other BLMers who find ways to reuse or recycle the everyday things we use on our jobs.



No, it's not coffee, but raw silver that Bill Dawson is weighing at the recycling center on Elmendorf Air Base.



Doyon/Northwest Adjudication Branch Chief Sharon Fleek shakes the hand of a very pleased Native allottee. On Nov. 15 Johnny Ahtuanguaruk received the certificate of allotment to his 40-acre parcel at Nooiksut. His original application was filed 26 years ago. Fleek credits the efforts of Marcia Walker (third from left) and Jerry Nordmann of the Arctic District Office (not pictured) in recovering the title to the Native allotment parcel. With his family members and attorney present to commemorate the occasion, Ahtuanguaruk happily received his long-awaited allotment.

Rangers share safety tips with Fairbanks snowmachiners

by Sharon Durgan Wilson

Three BLM rangers in the northern region assisted the Fairbanks Snow Travelers during a one-day course in basic snowmachine safety Nov. 13. Although there was barely enough snow on the ground to run machines, almost 250 people turned out to learn more about this popular winter sport during the Second Annual Snowmachine Safety Clinic.

Randy Tracy, ranger for the Steese/White Mountains District, set up his BLM snowmachine and gear to demonstrate the equipment and supplies he carries on a trip. "I always leave the truck and trailer with the expectation that I won't return," Tracy told each group. "That makes me think about what I'll need to survive a breakdown or accident." Tracy showed first aid supplies, mirrors to attract airplanes, a come-along to winch the machine out of overflows, fire starters, and other gear for safety and comfort. Each audience, stimulated by Tracy's



Dan Gullickson

BLM Ranger Mike Billbe pins a Junior Ranger badge on the snowsuit of a youngster attending the safety workshop.

illustrations, soon added travel tips of their own.

Ed Lee, Steese/White Mountains District, and Mike Billbe, Kobuk District, displayed maps of the White Mountains National Recreation Area and the Kobuk lands from Fairbanks out to the Seward Peninsula. They talked about BLM's Tread Lightly program and its winter trails and public recreation cabins, handed out brochures and gave Junior Ranger badges to the young people attending the workshop.

The Snow Travelers safety course included demonstrations on winter gear for comfort and safety, rules of the road, trail safety and mechanical maintenance. After going through five learning stations, people were given the opportunity to ride snowmachines on a special course to get the feel of snowmachining.

BLM Rangers Mike Billbe and Ed Lee share tips for "treading lightly" on trails in the White Mountains National Recreation Area during a recent snowmachine safety workshop.



Dan Gullickson

Team looks at new ways of measuring performance

A new process to measure performance and service to the public is being explored at BLM. It's being dissected, defined, manipulated and tested to see if it will work. The process is designed to report to the public about what BLM's job is and how well we are accomplishing that job.

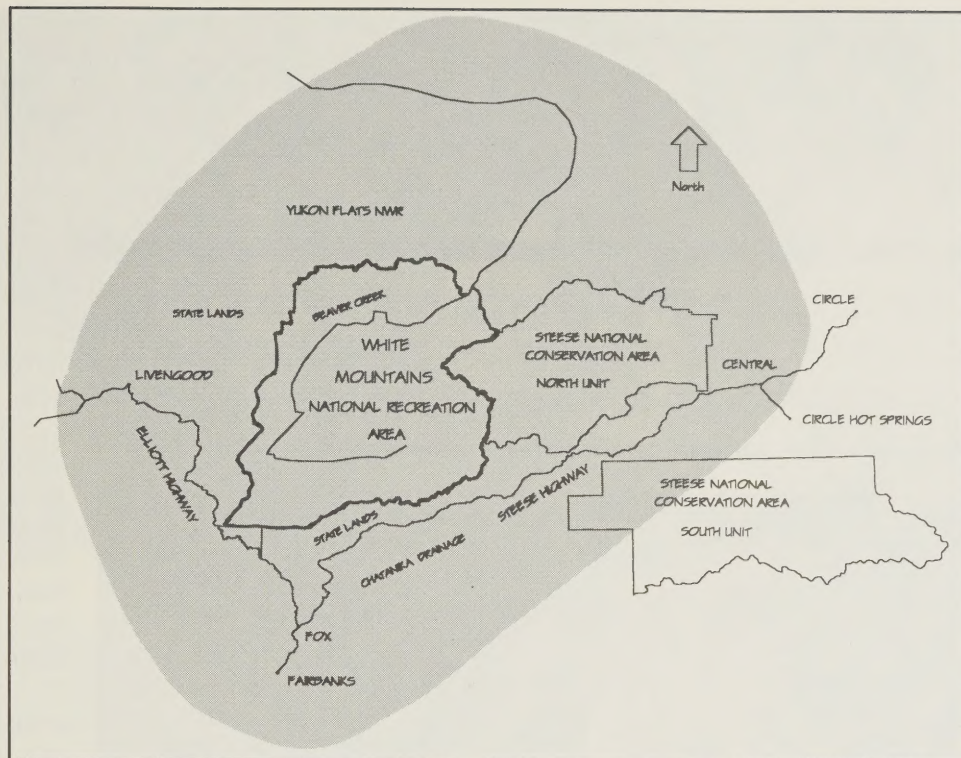
The Performance Measures process evolved from the Bureau-wide 2015 Re-engineering for Quality program. Nine BLM work groups convened in 1992 to brainstorm ideas for improving BLM efficiency and effectiveness.

One work group looked at the concept of performance measures. The group thought that BLM's performance could be measured by defining how well each project fulfilled the categories of 1) Service and Support, 2) Environmental Quality, 3) Economic Benefits, 4) Social and Cultural Benefits, 5) Special Resource Protection and Management, and 6) Education.

In developing a process to measure our performance, many questions arise: Will the process work? How will BLM report progress to the public? Will employees understand the process?

The Statewide Performance Measures Team was established to develop a prototype process for Alaska. District and State Office members include Jack Mellor, Darryl Fish, Dave Liebersbach, Bunny Sterin, Keith Woodworth, Bob Merrill, Art Hosterman and Sharon Wilson.

The prototype focuses on the White Mountains National Recreation Area and the Steese National Conservation Area. If the process works, it can be used on all BLM projects across the state.



Randy Goodwin

The first hurdle the team had to overcome was how to define the landscape. They agreed that land management decisions affect not only the BLM-administered lands, but the people and resources that surround them as well. The team called the affected area a Unit of Consideration—because anyone applying the process would have to consider adjacent land and resources impacting BLM-administered lands, or conversely, the areas impacted by these lands and their management. The above illustration shows the Unit of Consideration for the White Mountains National Recreation Area.

With the unit of consideration settled, the team moved to a goal statement, derived primarily from laws, land-use plans and long-term public issues. The team thinks that with both of those steps defined, BLMers should be able to develop a more holistic set of priorities within a customer-oriented framework.

The next step was to define long-term objectives for the unit of consideration, followed by priority issues that demand attention within three to five years. Finally, a list of tasks will be developed to resolve the issues and meet long-

term objectives.

Performance Measures should be written in simple language that measures the accomplishment of a final product. If the objective is quantifiable, it will be measurable using quantities and dates. If the objective is qualitative, it will be written to reflect values with which the public can identify.

The process entails:

1. Identifying the Unit of Consideration.
2. Developing a long-term goal statement.
3. Developing objectives.
4. Identifying three- to five-year issues.
5. Developing project actions and priorities.
6. Measuring and reporting performance.

The team thinks the Performance Measures process will require strategic planning and priority setting, have a strong tie to the budget process, provide a method for statewide priority setting, and direct funding to the highest priorities. The members also think the process will provide an avenue for cohesive, interdisciplinary teamwork in BLM's management of the public lands.

ARCS comes to Alaska

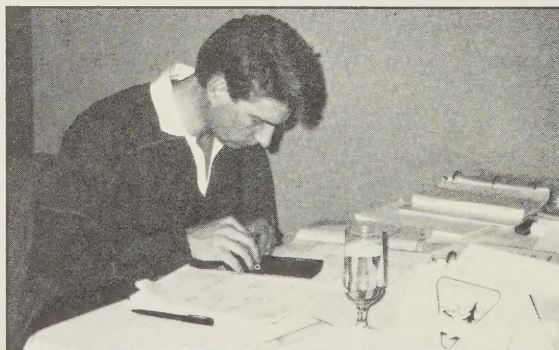
by Teresa McPherson

"Sending our land surveyors to Phoenix for the course is costly and slow...so we decided to bring the course to Anchorage." —Jerry Pinkerton



Above: Instructor Steve Parrish, head of Cadastral Survey at the Nevada State Office, sets up a display of old bearing tree sections to show that markings can still serve their purpose even 100 years later. The oldest exhibit was scribed in 1861.

Right: Land surveyor Dan Wiesner checks his computations on an assignment.



When shrinking budgets mean fewer training dollars, federal managers are forced to find ways to get more bang for their buck.

Recently the Division of Cadastral Survey put on its thinking cap and came up with a way to send 19 land surveyors to the Phoenix Training Center's Advanced Rectangular Cadastral Survey course. But instead of sending employees to Phoenix for the training, Cadastral brought the training to Alaska. And having the course in Alaska meant Cadastral was able to make training slots available to some of our contract surveyors, including "638" contractors. Two Canadian surveyors also attended the course as part of a cooperative program between BLM and the Canadian government.

Hosting the intensive three-week course in Alaska was the brainchild of DSD George Oviatt and Branch Chief Jerry Pinkerton. "Sending our land surveyors to Phoenix for the course is costly and slow, since we're limited to only two participants a year," says Pinkerton. "So we decided to bring the course and at least some of the same instructors to Anchorage. This allowed us to train our surveyors at about half the cost of sending them outside, and in much less time."

Holding the course in Alaska also allowed Cadastral employees to develop stronger working relationships with participants from other federal and state agencies, Native groups and private surveyors. Ten non-BLM participants paid a fee to attend, but still received the training at lower costs than similar courses in the Lower 48. Another benefit of hosting the course was being able to supplement the curriculum with additional uniquely Alaskan topics, such as Alaska land transfer issues.

Pinkerton enlisted the help of Kris Staffeldt and Mike Beale, who handled most of the preparation, planning and promotion of the course. Susan DiPrete lent a hand with the logistics and preparation. DiPrete and Staffeldt coordinated with the University of Alaska



Land surveyors Jim Purdy of Crazy Mountain Joint Ventures and BLM's Dave Klein work on a group assignment.

Anchorage to obtain college credits for interested participants. Twelve students received graduate or undergraduate credits for completing the course.

The course used many of the same instructors from the Phoenix center, plus several instructors from Alaska to augment the curriculum with Alaskan issues. The pace was brisk and the assignments demanding. All the participants agreed that the course was intensive but very valuable.

Participants often worked through lunch breaks to prepare for afternoon sessions. As land surveyor Dave Klein said: "There was so much information, if you picked up a quarter of it, you were doing good!"

A very special thank you!

The Advanced Rectangular Cadastral Survey course was a success thanks to its impressive cadre of instructors and the efforts of a great many helpers who contributed their time and expertise in numerous ways.

Instructors:

Steve Parrish
Ron Scherler
Jim Claflin
Bob Dahl
Mike Birtles
Al Breitzman
Larry Evans
Orrin Frederick
Steve Hamrick
Frank Hardt

Fred Maestas
Lynette Nakazawa
Jerry Pinkerton

Helpers:

Laura Lagstrom
Jeff Pinkerton
Glen Nelson
Paul Russell
Greg Chavez
Pat Lillian

Fronna Snelson
Dick Dworsky
Dorothy Bonds
Connie Ancheta
Sandor Feher
Beth Hartt
Kim Mincer
John Douts
Diane Nelson
Scott Guyer
Greg Balen

A number of people outside BLM also helped make ARCS a success!

Tengberg tackles WEL

by Janet Richardson
ASO Human Resources

Patti Tengberg knew the OPM-sponsored Women's Executive Leadership (WEL) program was no picnic. But she, like many of her colleagues, was ready for a challenge—and she hasn't been disappointed!

Tengberg is the first Alaska BLMer to attend the program since 1985. State Director Ed Spang selected Tengberg from a list of highly qualified applicants wanting to enhance their career goals.

In the past, the program has attracted employees with resource backgrounds. Tengberg is one of a very small group of candidates from other fields such as Administration. She's also the first blind employee to attend the course.

Tengberg is an employee development specialist at the Alaska State Office. She's provided guidance to many employees seeking training opportunities to advance their career goals. This year she decided to take the

plunge herself. "For the past several years, I've pooh-poohed the idea of applying for WEL," says Tengberg. "I never felt I was ready for the challenge. This year I decided I had nothing to lose, and a lot to gain if I was selected. I think the challenges have the potential to open doors, and I'm excited about the prospects."

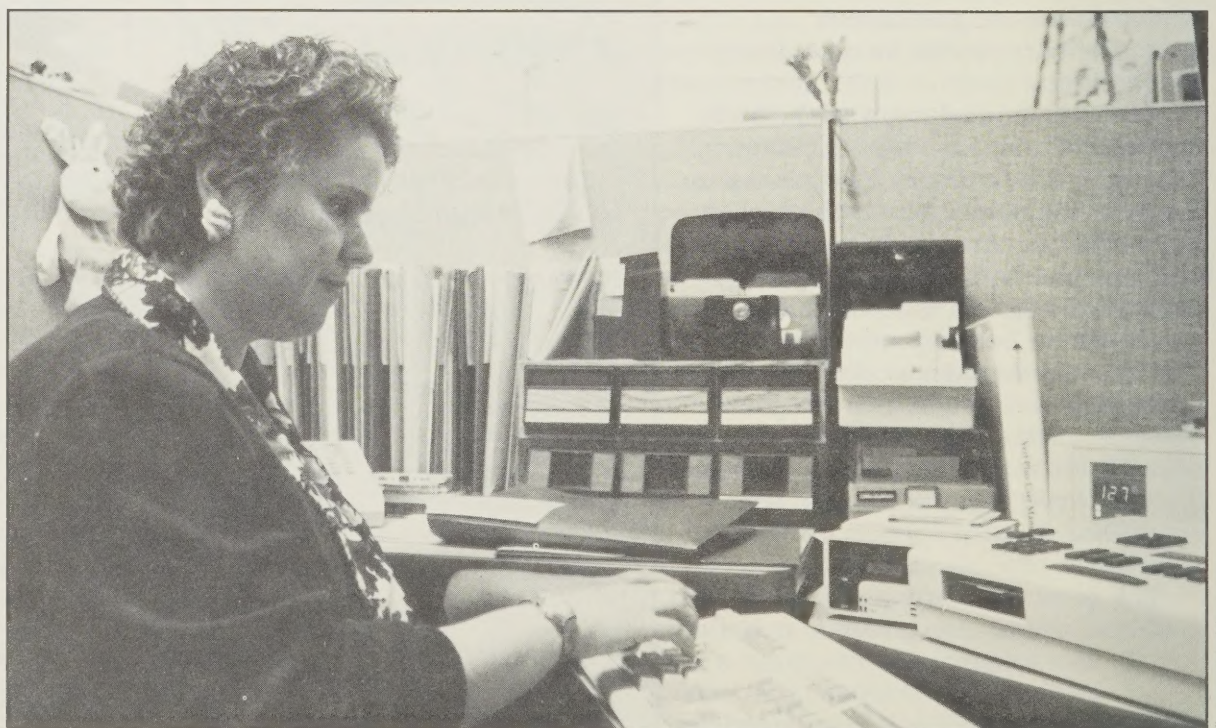
The Women's Executive Leadership program is a one-year developmental program that provides leadership training for high-potential federal employees at the GS-11 and -12 level. The program is tailored to the participant's own developmental needs, focusing on those competencies and effectiveness characteristics needed to be a successful supervisor or manager.

So far Tengberg had completed workshops on managing in the year 2000, career counseling, valuing cultural diversity, and teambuilding and negotiation

skills. As part of the training, Tengberg is currently working on the BLM W.O. restructuring effort. After that, she will go to OPM to work on staffing policy as part of the National Performance Review. Other developmental opportunities will include shadowing and interviewing members of the Senior Executive Service.

Tengberg was very pleased to be chosen for the course, and attributes her selection to having clearly-defined career goals. She says, "I believe what worked for me was a well-constructed SF-171, and communicating that I have the potential to be a successful manager." Tengberg's goal is to become a deputy state director for Administration.

For additional information about the Women's Executive Leadership program, contact the ASO Human Resources Employee Development section.



ASO
employee
development
specialist Patti
Tengberg.

Teresa McPherson

Bibliographic CDs available at Resources Library

by Martha Shepard
Alaska Resources Library

Research in natural resources continues to get easier and easier at the Alaska Resources Library with the addition of several new computer-searchable compact disc indexes. The indexes are available on the library's internal network with the intent of making them accessible on each person's desk as the BLM network grows. Currently they can be accessed when the library is open, 8:00 to 5:00, Monday through Friday.

The following are new to the library:

Agricola 1970-present: This massive file is strong in forestry, soil science, and vegetation. It contains journal indexing and book and report citations.

Water Resources Abstracts 1967-present: This is water data abstracted from thousands of publications. It is Selected Water Resources Abstracts computerized.

Wildlife Worldwide 1971-present: This is Wildlife Review computerized and enhanced by additional citations. Nothing is better for journal citations on wildlife.

Fisheries Worldwide 1971-present: This is Fisheries Review computerized and enhanced by additional citations. These journal citations are oriented toward field biology of fish.

NTIS 1983-present: This indexes government sponsored research reports from throughout the country, including EPA reports, MMS reports, and a broad spectrum of government science projects. Anything indexed on this database can be easily retrieved in report form.

GeoRef 1785-present: 1.5 million citations indexing books, reports and journals on the geology of North America. This is Bibliography and Index of Geology computerized.

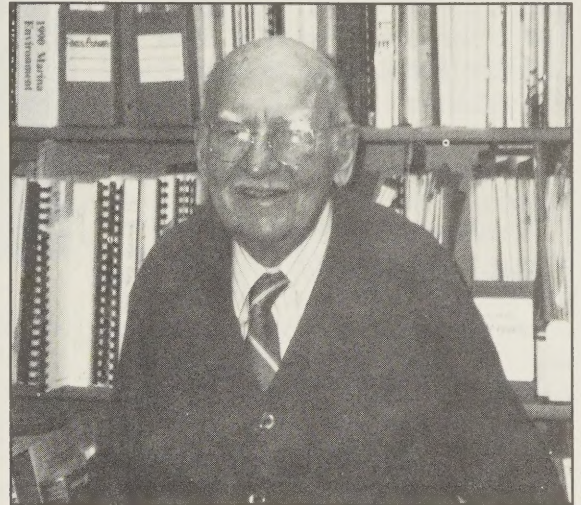
Federal Register: This is the full text of this year's Federal Register. Published bi-monthly, it updates the CFR and includes notices, draft regulations, etc. It will download into WordPerfect. Older citations are available in fiche, film and print back to volume 1.

Title 43 CFR: The Bureau's Title 43 can be searched by keyword, section or chapter.

U.S. Code: This is the computerized full text of the current U.S. Code.

Please stop by the library to try the new research tools.

Former Alaska BLMer funds chair at UAF



by Betsy Vanek

Former BLMer, Frank Meek, recently returned to Alaska to establish an educational trust fund to support fisheries-related research in Alaska at the University of Alaska Fairbanks.

In 1939, Meek began working for the General Land Office and transferred to Alaska in 1944, where he served as land law examiner and one of the first townsite trustees in Alaska. He was responsible for surveying and naming lots in small towns in Alaska, as well as meeting with local residents to discuss alternatives for categorizing these lots.

"After World War II we were swamped with homestead applications," said Meek. "At that time many recently discharged military personnel were homesteading up here. It was an exciting time to be in Alaska."

The newly established Frank and Marjorie Meek Endowment Fund will eventually sustain a faculty position at the University of Alaska Fairbanks in the School of Fisheries and Ocean Sciences. Meek's great uncle was Alvid Paxson, after whom the town of Paxson, Alaska, was named.

In memory: Joanie Marie Naef

Docket clerk Joanie Naef died Nov. 11 in Anchorage following a severe asthma attack.

Originally from Idaho Falls, Idaho, Joanie moved to Alaska in 1975. She joined the BLM State Office in 1989. Since that time, ASO BLMers came to love Joanie for her cheerful disposition and willingness to help others, both on and off the job.

Joanie was blessed with a strong, clear soprano voice which she used to help raise funds for countless charities both in Alaska and the Lower 48. She sang for BLM at opening ceremonies for the Combined Federal Campaign, and loved working with the youth choir at her church.

Joanie had a special place in her heart for young people. Once she opened her home to a 14-year-old homeless girl badly in need of a place to stay, food and love. BLM's annual Christmas drive provided much needed clothing, while Joanie provided the home and love. She eventually helped



Jim Mroczek

reunite the girl with her grandparents. Later Joanie again opened her heart to host an Alaska Native student participating in BLM's Resource Apprenticeship Program for Students.

Joanie once said, "When you offer your home, you offer your heart. I came from a loving, giving family. I love to give."

BLM employees will long remember the warm and loving spirit of Joanie Marie Naef.

—Teresa McPherson

A tragic accident near Fairbanks Dec. 3 took the lives of two children of **Roger and Dodie Delaney**. Kalyn, 8, and Drew, 12, died after the family vehicle struck a moose and then another vehicle. A third child, Heidi, 6, has recovered.

Roger Delaney is a natural resource specialist with BLM's Arctic District in Fairbanks.

The family suggests memorial contributions for Kalyn may be made to the Fairbanks Youth Soccer Association, P.O. Box 73915, Fairbanks, AK 99701, or to the Two Rivers Baptist Church, 6847 Chena Hot Springs Road, Fairbanks, AK 99712.

Memorial contributions for Drew may be made to the North Pole Football Club, 4534 Lauesen Ave., North Pole, AK 99705, or to the New Hope Church Building Fund, P.O. Box 55614, North Pole, AK 99705.

Cards may be sent to Roger and Dodie Delaney at 4070 Ravenswing Ct., Fairbanks, AK 99712.

All of us at BLM grieve with the Delaneys in their loss.

—Andy Williams

ASO BLMers once again showed their holiday spirit through their generous contributions of food, toys and clothing. Betty Lockard (r), Eve Heavner (l) and helpers collected and sorted 10 bags of food and over 15 large bags of toys and clothing. The items went to local charities to help needy families during the holidays.



Ed Bovy

BLM's **Mesa Site** (Arctic District) will be featured on "Ice-Age Crossings" to be aired on The Learning Channel Jan. 6 and again Jan. 9, 1994. The Mesa Site received international attention when it was revealed that the 11,700-year-old artifacts uncovered there shed new light on theories explaining when the first inhabitants reached North America.

Your employee newsletter is now printed on recycled paper!



Awards!

Supervisors can expedite award processing by checking packets for accuracy, appropriateness of award, and proper forms. If you have questions, call Nancy Brainerd at 271-3187.

Quality Increase Award

Gary Paddock, telecommunications specialist, Information Resources Management
David Liebersbach, supervisory natural resource specialist, Arctic District
Shirley Goforth, support services supervisor, Alaska Fire Service
Frank Hardt, land surveyor, Cadastral Survey

Sustained Superior Performance Award

Jack Frost, cartographic technician, Operations
Orlando Oldham, office automations clerk, Cadastral Survey
Sam Patton, cartographic technician, Cadastral Survey
Dennis Nielsen, safety and occupational health specialist, Administration
Roger Dvorak, supply technician, Alaska Fire Service
Jill Cubbedge, secretary, Operations
Lois Simenson, supervisory land law examiner, Operations
Wilma Hart, lead support services specialist, Alaska Fire Service
Loyd Miller, supervisory land law examiner, Operations
Edward Cutler, computer specialist, Information Resources Management
Susan Britt, land information training coordinator, Information Resources Management
Edward Doyle, computer specialist, Information Resources Management
Michael Kunz, archaeologist, Arctic District

Special Act Award

Eldo Swift, air services officer, Alaska Fire Service

On-the-Spot Cash Award

Harry Baker, maintenance mechanic leader, Alaska Fire Service
Michael Carlton, maintenance mechanic, Operations
Faith Curtis, office automations clerk, Alaska Fire Service
Doug Dickinson, electronic integrated systems mechanic, Cadastral Survey
Greg Duren, electronic integrated systems mechanic, Cadastral Survey
Arleen Ice, budget assistant, Alaska Fire Service

Frances Jackson, office services clerk, Alaska Fire Service
Carol Nicholson, library technician, Alaska Fire Service
Orlando Oldham, office automation clerk, Cadastral Survey
Dottie Pierce, accounting technician, Alaska Fire Service
Lynette Roberts, information receptionist, Alaska Fire Service
Kenneth See, electrical worker, Alaska Fire Service
Darlene Thomas, mail and file clerk, Alaska Fire Service
Richard Williams, maintenance mechanic, Operations
Julie Aguila, secretary, Anchorage District
Melanie Burg, secretary, Anchorage District
Lorna Blue, budget assistant, Anchorage District
Lori Davis, land status clerk, Mineral Resources
Jan Hopster, secretary, Mineral Resources
Linda Ivanoff, land status clerk, Mineral Resources
Marilyn Kuhn, land status clerk, Mineral Resources
Linda Mosley, land status clerk, Mineral Resources
Michael Beale, land surveyor, Cadastral Survey
Susan DiPrete, navigable waters specialist, Cadastral Survey
Kristine Staffeldt, land surveyor, Cadastral Survey

Time-Off Award

Arthur Banet, geologist, Mineral Resources
William Diel, geologist, Mineral Resources
David Evans, geophysicist, Mineral Resources

Length of Service Award (for Oct/Nov)

10-Year Service Award

William Johnston, supervisory cartographic technician, Cadastral Survey
Roy Flemmer, motor vehicle operator, Alaska Fire Service
Henry Falcon, forestry technician, Alaska Fire Service
Keith Westfall, space management analyst, Administration
Margaret Richardson, land law examiner, Operations

20-Year Service Award

Kay Kletka, program analyst, Mineral Resources
James Rustad, materials handler leader, Alaska Fire Service
William Hopster, general supply specialist, Administration
Robert Guillin, fire management officer, Alaska Fire Service

30-Year Service Award

Lowell King, supervisory computer specialist, Information Resources Management
James Johnson, aviation management specialist, Operations

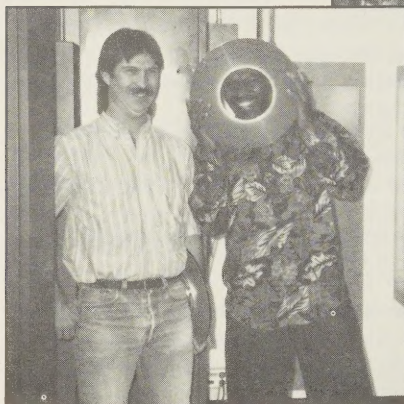
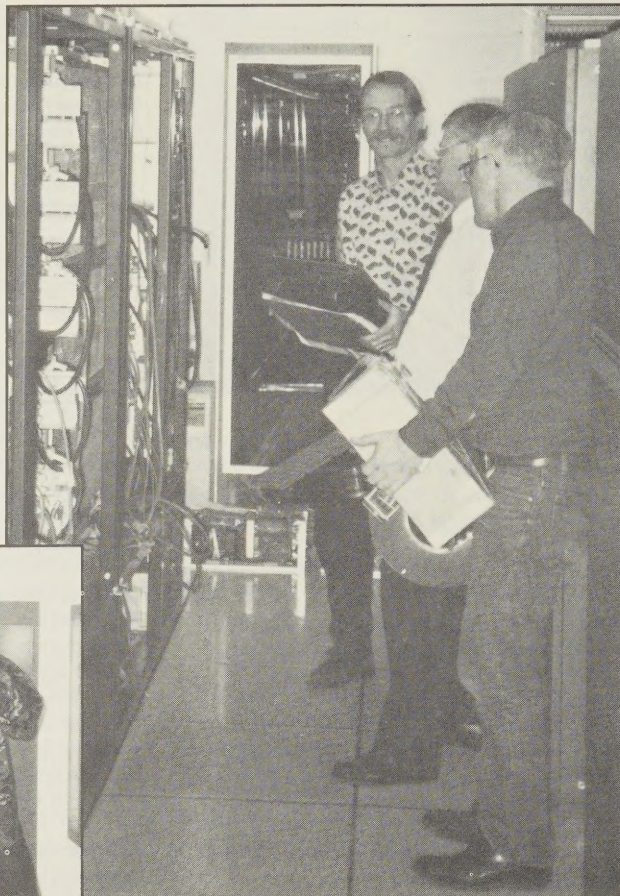


Andy Williams

Jack Mellor, right, associate manager of the Steese/White Mountains District, lent his hand as auctioneer at the Northern Districts Office Building Christmas party Dec. 15. The white elephant auction fetched just over \$1,000, which was donated to a local charity to buy Christmas food baskets for needy families in the Fairbanks area.

Bye-bye, Burroughs!

Right: IRM's Jim Braham, DSD Ray Thomas and Joe Essert oversee the physical dismantling of the Burroughs B4800 computer. The Burroughs was officially shut down on Feb. 1 when it was replaced by the PRIME 6650, the new home of the Land Information System (LIS). The Burroughs was recently taken apart and delivered to the Fort Richardson recycling center for disposal.



Betsy Vanek

Above: Dave Edge and a bashful (not!) John Miller share a light moment during the removal of the Burroughs. The two discussed marketing the leftover computer disks as the newest thing since the Frisbee.

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Editor/writer/design -
Teresa McPherson
Editorial assistance -
Betsy Vanek



On the Cover:

Santa (IRM's John Miller) and his little reindeer visited the Anchorage Federal Office Building Dec. 17 to sing Christmas carols for federal employees. Each year Miller's wife, Rosemary, brings her kindergarten class from nearby Denali Elementary for a holiday visit. After several stops around the building, the exhausted reindeer were rewarded with milk and cookies in the AFOB cafeteria.

Photo by Ed Boyv.



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